

Exempt Pay Letter

DATE: July 19, 2013

TO: Personnel Officers

FROM: Department of Human Resources
Exempt Program Unit

SUBJ: Exempt Pay Program

Effective July 1, 2013, the maximum salary for exempt positions with a CBID of R03, S03, M03, R20, E50, E97, E98, E99, and E79 are increased by three percent (3.0%). Also included in this maximum salary increase of 3.0% are exempt positions with a CBID of E at the Science Center and the Office of Planning and Research. All employees in the exempt classifications who have been at the prior maximum salary rate for a minimum of twelve (12) qualifying pay periods shall receive a 3% increase. Each Personnel Office shall manually key these salary increases for the applicable employees. All other exempt employees shall retain their current salary until they reach the minimum of 12 qualifying pay periods at the prior maximum salary rate. The maximum salary for certain exempt positions within the Department of Corrections and Rehabilitation who are in the PO/FF Retirement category will be increased by four (4) percent.

If the employee has not received a salary increase in the last 12 qualifying pay periods but is not at the maximum salary of the exempt salary range, the employee may receive a three percent (3%) salary increase at this time. A new anniversary date shall be established for these employees and another salary increase shall not be given to the employee until they have worked another 12 qualifying pay periods.

If the exempt employee currently has a set salary rate with no minimum and maximum salary, this pay program shall establish the prior salary rate as the new minimum salary range and the new salary rate as the new maximum salary range.

Exceptions to this pay program are listed below:

- Elected constitutional officers' salaries are established by the California Citizens Compensation Commission and are not part of this pay program.
- Exempt positions in CalPERS, California Health Benefits Exchange, CalSTRS, California Housing & Finance Agency, SCIF exempt positions in class codes 9295, 9725, 9726, 9727, 9728, and 9730, the Executive Director of the Postsecondary Education Commission, the Legislative Counsel, the Adjutant General and active duty members of the Military Department are not included in this pay program.
- Exempt positions at the Veterans' Home of California; class codes 1632, 1993, 1994, and 9980 are not included in this pay program.
- Exempt positions at the California Highway Patrol; class codes 8373, 9042, and 9678 are not included in this pay program.
- The exempt position of Senior Chief Deputy Director, class code 0778 at the Department of Human Resources is not included in this pay program.

If you have any questions regarding the pay program you may contact me at the number below.

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cc: Chuck Lucas, SACS Unit, State Controllers' Office B-8
Lisa McVay, Governor's Appointment Desk E-15